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1972-73

MEMORANDUM OF AGREEMENT

THIS BOARD  
NOT CIRCULATE

BETWEEN

THE BOARD OF EDUCATION, SOUTH RIVER, NEW JERSEY

AND

THE ASSOCIATION OF ADMINISTRATORS AND SUPERVISORS  
SOUTH RIVER, NEW JERSEY

I. AGREEMENT

This Agreement is entered into by and between the South River Board of Education, hereinafter called the "Board" and the Association of Administrators and Supervisors, hereinafter called the "Association".

II. RECOGNITION

The Board recognizes the Association as exclusive representatives for the following unit of employees for the years 1972-75:

Principals, Vice-Principals, and Supervisors

III. A. SALARY

The salary for members of the Association shall be determined by the use of the following ratios:

<u>Twelve-month employees:</u>	<u>1972-73</u>
Senior High School Principal	1.55
Junior High School Principal	1.45
Secondary Vice-Principals	
Senior High	1.35
Junior High	1.32
Willet School Principal	1.40
Secondary Supervisor	1.35
Elementary Supervisor	1.30

Ten-month employees:

Campbell School Principal	1.30
Lincoln School Principal	1.25

The above ratios shall be based upon the person's professional preparation as classified for classroom teachers.

B. Longevity Schedule

1. Members of the Association shall receive an additional increment of \$100 from the twentieth to the twenty-fourth year of accumulated service in the South River School system.

2. Members of the Association shall receive an additional increment of \$100 from the twenty-fifth to the twenty-ninth year of accumulated service in the South River School system.

3. Members of the Association shall receive an additional increment of \$100 from the thirtieth year of accumulated service in the South River School system.

4. The maximum amount payable under this section shall be \$300 per year.

#### C. Retirement Bonus

1. Members of the Association, upon retirement, with fifteen years of service in the South River School system, and with a good attendance record shall receive a \$500 retirement bonus. A good attendance record shall be defined to mean, a person who is able to maintain an average of 40% of their accumulated leave days per year for the last 15 years of service except in extreme cases where use of the total number of leave days are used for extended leave that is totally beyond the teacher's control.

#### IV. VACATION

Members of the Association employed on a twelve-month basis shall be entitled to four weeks of vacation. Notice must be given to the Superintendent of Schools as to preference of time for the vacation.

#### V. FRINGE BENEFITS

A. Tuition Payments - The Board shall reimburse members of the Association an amount not to exceed one hundred dollars per year for tuition paid in the successful pursuit of college and university graduate courses; provided that such courses have been given prior approval by the Superintendent of Schools.

B. Group Health Insurance - 1. All administrative and/or supervisory personnel shall be eligible for enrollment in the New Jersey Public and School Employees Health Benefit Plan as administered by the Division of Pensions, and which includes Blue-Cross, Blue Shield, Rider J, and Major-Medical Coverage. 2. The Board of Education shall participate in the financing of the program by contributing the following amounts:

Single Plan -- entire premium

Other than Single Plan -- entire premium of the employee plus the cost of coverage for dependents less a percentage paid by the employee each month. The percentage to be paid by the employee each month for such coverage under all plans shall be determined by dividing \$4.00 by the cost of coverage for dependents under the Family Plan.

- VI. One member of the Association from the elementary level and one from the secondary level shall receive expense allowances not to exceed \$250 each to attend the annual convention of the National Elementary School Principals, the National Secondary School Principals, the Association of Supervision and Curriculum Development, or some other conference approved by the Board of Education.

VII. LEAVES OF ABSENCE

A. Sick Leave

1. All ten-month employees shall be granted ten days of sick leave yearly. All twelve-month employees shall be granted twelve days sick leave yearly. All unused sick leave shall be cumulative for a possible emergency in later years. When absence because of sickness exceeds the total sick leave permitted under this provision, the employee will continue to receive his salary less the pay of his substitute for a period not to exceed twenty days.

2. If an administrator or supervisor because of illness is absent from school for more than three consecutive days, he must present a doctor's certificate to the Superintendent upon his return.

3. Administrators or supervisors who have been on leave of absence authorized by the Board shall have previous accumulated sick leave restored to them upon return to active service.

B. Maternity Leave

1. Conditions for Leave: Maternity leaves shall be granted only to administrators or supervisors on tenure. Non-tenure administrators or supervisors who are pregnant will receive release from contract. Subject leave shall be without salary.

2. Procedures for Requesting Leave: A married woman requiring time off for reasons of anticipated maternity shall be required to file a written request with the Superintendent of Schools for either a release from contract or a leave of absence not more than two (2) months after the necessity for such leave is established. Such leave or release from contract shall become effective not later than the end of the school month nearest to the beginning of the fifth month of pregnancy. If the fifth month of pregnancy occurs in the months of May or December, the teacher will be permitted to complete the semester.

3. Length of Leave: A maternity leave-of-absence shall extend to September first of the year nearest the child's first birthday; i.e., if the child is born between September first and the last day of February, the leave of absence will terminate the following September first. If the child is born between March first and August thirty-first, the leave will terminate one year from the following September first. The Board of Education may request an earlier return by special action, but only if the physician submits a written statement that the teacher is able to resume her position.

4. Extension of Leave: The Board of Education may, upon written application, grant one extension of a maternity leave of absence.

C. Health Leave

1. A tenure administrator or supervisor desiring a leave of absence for health reasons may be allowed one year's absence with no loss of seniority, tenure, or retirement rights, and upon return be placed on the salary schedule in the position occupied at the beginning of the leave. When an administrator or supervisor resumes teaching after leave, he shall receive 50% of the increment he would have received had he continued in the system without interruption, over his salary at the time he is granted a leave. No administrator or supervisor shall have more than two successive leaves.

D. Professional Observation and Conferences

1. One day per year may be allowed each administrator or supervisor for observation at another school without loss of pay. Arrangements must be made in advance through the Superintendent of Schools.

2. Members of the administrative and supervisory staff may be permitted to attend professional meetings which shall have for their theme subjects of interest to the professional program of our schools. Approval to attend such meetings will be granted by the Board of Education upon the recommendation of the Superintendent of Schools. Those who attend shall be reimbursed for expenses and mileage (computed at .10 per mile), but the total amount of such reimbursement shall not exceed thirty-five dollars.

E. Military Leaves

1. Military leave shall be granted without pay to any administrator or supervisor who is inducted in any branch of the Armed Forces for a period of induction.

F. Funeral Leave

1. An allowance of five days will be granted without deduction in case of death of father, mother, sister, brother, husband, wife, son or daughter. This time is not deducted from the regular sick leave.

2. An allowance of three days will be granted without deduction in case of death of the father, mother, sister, or brother of the husband or wife of an employee.

3. An allowance of one day will be granted without deduction in salary to attend the funeral of a grandparent, grandchild, brother-in-law, or sister-in-law of an administrator or supervisor (but not of the administrator's or supervisor's spouse) or an uncle or aunt provided that said uncle or aunt resides in the same household as the administrator or supervisor.

#### G. Personal Leave

1. All administrators and supervisors shall be allowed nonaccumulative leave of absence with full pay for the following reasons up to a maximum of three (3) school days in any contract year:

- a. Marriage of the administrator or an immediate member of the administrator's family.
- b. Graduation exercises of the employee or his children.
- c. Required appearance in court or other legal business as approved by the Superintendent.
- d. To take professional examinations.
- e. To attend educational conferences and conventions with prior approval of the Superintendent.
- f. Serious illness in the immediate family.
- g. To attend the funeral of a relative or observe a religious holiday not covered in the Agreement.

2. All leaves of absence referred to in this section are subject to the following conditions:

- a. A request for Personal Leave Form shall be filed with the Superintendent of Schools at least three (3) school days in advance of the contemplated absence, or such shorter notice as is practical in the event of an emergency. Lacking such notice, the absence will be considered unauthorized and the Administrator or Supervisor's pay will be deducted at a daily rate of 1/240 of the annual salary.
- b. Personal days will not be granted the day immediately preceding or following a vacation except in case of emergency approved by the Superintendent of Schools, in the best educational interest of the school district, is empowered to deny any request for the above days.

#### H. Educational Leave

1. An administrator or supervisor who is granted a leave of absence by the Board of Education for further study shall, upon return, receive the normal increment which he would have received had they remained in service. Effective September 1, 1963.

#### I. Miscellaneous Leaves

1. An administrator or supervisor required to appear in any legal proceedings connected with the administrator's or supervisor's employment or by reason of his connection with the school system shall suffer no loss of pay provided that such appearance is not necessitated by any suit brought by said administrator or supervisor against the South River School District.

2. An administrator or supervisor may be granted a leave of absence without pay for up to one year for the purpose of engaging in activities of the Association and its affiliates.

3. An allowance of not more than two days per year may be approved by the Superintendent for the observance of religious holiday by an employee.

IX. Board of Education's Rights

A. Except as specifically modified by this Agreement, the Board retains, without limitations, all powers, rights, and authority vested in it by all laws, rules and regulations, including the management and direction of all the operation and activities of the school district.

B. The Association acknowledges that the employees of the Board of Education which it represents are not entitled to take any collective action to disable the Board of Education in the discharge of its statutory duty, and the Association agrees that such action would constitute a material breach of the Agreement. Nothing contained in this Agreement shall be construed to limit or restrict the Board of Education in its right to seek and obtain such judicial or other relief as it may be entitled to have, in the event of such breach.

The provisions of this Agreement shall become effective July 1, 1972 and shall continue and remain in full force and effect until June 30, 1973.

In Witness Whereof, the parties hereinto set their hands and seals this

28th day of MARCH, 1972.

The Association of Administrators and  
Supervisors of South River, New Jersey

South River Board of Education

CHESTER A. ZDRODOWSKI

PRESIDENT

LEON CHANDO

MICHAEL TOHT, CHAIRMAN  
BOARD-STAFF RELATIONS COMM.

ALFRED LOSIEWICZ

NORMAN TRIZNADEL

EDWARD TROJANOWSKI

REGIS WYLUDA